



Michigan Department of Health & Human Services

Mandated Reporter Training

Michigan Department of Health and Human Services
Children's Protective Services (CPS)
2018

**CPS Program
Office**

Office of Workforce Development & Training

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Training Objectives

After successful completion, trainees will:

- Understand mandated reporting
- Know the Child Protection Law (CPL)
- Recognize child abuse and neglect
- Know the MDHHS reporting processes, including all procedures and their importance



State Law

Child Protection Law, 1975, PA 238

*The Michigan Child Protection Law, 1975 PA 238, requires the reporting of child abuse and neglect by certain persons (called **mandated reporters**), and encourages the reporting of child abuse and neglect by all persons.*



State Law

Legal Definition of Child Abuse

Harm or threatened harm to a child's health or welfare that occurs:

- By non-accidental physical or mental injury, sexual abuse, sexual exploitation or maltreatment
- To a child under 18 years of age
- By a perpetrator who is a parent, legal guardian, or any other person who is responsible for the child's health or welfare

State Law

Legal Definition of Child Abuse

Harm or threatened harm to a child's health or welfare that occurs through:

- Negligent treatment, including the failure to provide adequate food, clothing, shelter or medical care.
- Placing the child at an unreasonable risk by the parent, legal guardian or other person responsible for the child's health or welfare.

Mandated Reporters

The following professions are required by law to report any suspicions of child abuse or neglect:

- Medical and health care providers
- Social workers and counselors
- Child care providers
- Clergy and faith leaders
- Law enforcement
- School administrators and teachers



Report or Don't Report?

- You don't need evidence, just *reasonable suspicion*.
 - ❖ **NOTE:** *Never investigate on your own.*
- "When in doubt, report it out."



Reporting Concerns

- “I don’t want to interfere in someone’s family.”
 - *You may be the only person to intervene and ensure a child’s safety.*
- “They will know it was me who called.”
 - *CPS cannot provide this information without your permission or a court order.*
- “What I have to say won’t make a difference.”
 - *You may never know the difference you will make. Do the right thing anyway.*

Reporting Obligations

- **Immediate verbal report to MDHHS**
 - **855-444-3911**
 - Be prepared to give as much demographic information as possible when making the call
 - Providing the family's address is essential
- **Written report (DHS-3200) within 72 hours**
 - **Detailed information**
 - **Child's statements in quotations**
- **Notify the head of your organization if required by your employer.**

State Law

Penalties for Not Reporting

Criminal penalties:

- 93 days in jail, or
- Fine (\$500.00), or
- Both

Civil penalty:

- Liable for injuries
- Liable for future loss/damages



State Law Protections for Reporters

Immunity Protection

- Good faith

Confidentiality Protection

- Disclosure with consent
- Judicial order



Reporting Centralized Intake Specialist

Centralized Intake will gather the following from the reporter:

- Name of the child, parents, and/or legal guardians
- Description of suspected abuse or neglect
- Any information that might establish the cause of abuse or neglect
- The who, what, when, where, why and how's
- Your contact information

Reporting DHS-3200 Form

REPORT OF ACTUAL OR SUSPECTED CHILD ABUSE OR NEGLECT				
Michigan Department of Health and Human Services				
Was complaint phoned to MDHHS? <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> If yes, Log # <input type="text"/> <input type="checkbox"/> If no, contact Centralized Intake (855-444-3911) immediately				
INSTRUCTIONS: REPORTING PERSON: Complete items 1-19 (20-28 should be completed by medical personnel, if applicable). Send to Centralized Intake at the address list on page 2.				1. Date <input type="text"/>
2. List of child(ren) suspected of being abused or neglected (Attach additional sheets if necessary)				
NAME	BIRTH DATE	SOCIAL SECURITY #	SEX	RACE
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
3. Mother's name	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
4. Father's name	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
5. Child(ren)'s address (No. & Street)	6. City	7. County	8. Phone No.	
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
9. Name of alleged perpetrator of abuse or neglect	10. Relationship to child(ren)			
<input type="text"/>	<input type="text"/>			
11. Person(s) the child(ren) living with when abuse/neglect occurred	12. Address, City & Zip Code where abuse/neglect occurred			
<input type="text"/>	<input type="text"/>			
13. Describe injury or conditions and reason for suspicion of abuse or neglect				
<input type="text"/>				
<input type="text"/>				
<input type="text"/>				
14. Source of Complaint (Add reporter code below)				
<div> 01 Private Physician/Physician's Assistant 11 School Nurse 42 MDHHS Facility Social Worker 02 Hosp/Clinic Physician/Physician's Assistant 12 Teacher 43 DMH Facility Social Worker 03 Child Welfare Worker 13 Social Worker 44 Other Social Worker 04 Child Welfare Worker 14 Other Social Worker 45 Other Social Worker </div>				

Reporting Next Steps for CPS

- Complaint will be reviewed for assignment
- If assigned, a caseworker begins an investigation and a decision is made within 30 days
- Court removal of child if safety cannot be ensured
- CPS will keep your information confidential
 - ***Per CPL, your identifying information will not be shared unless court ordered.***

Reporting Next Steps for CPS

Notification process for mandated reporters includes:

- CPS is **required** to contact the mandated reporter
- If the reported event is **NOT** assigned for investigation, you will receive a letter from Centralized Intake
- If the reported event **IS** investigated, you will receive a letter from the appropriate MDHHS county office

Recognizing Types of Child Abuse and Neglect

- Physical abuse
- Sexual abuse
- Mental injury
- Neglect
- Maltreatment
- Other



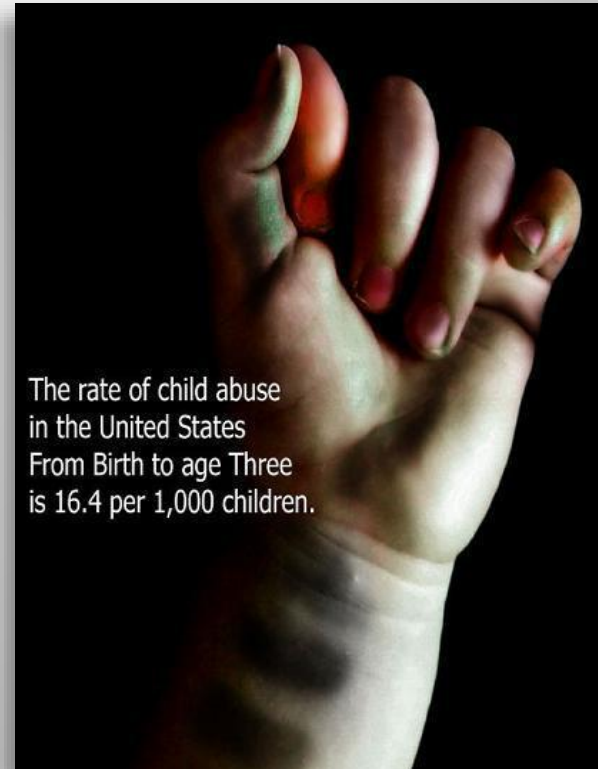
Caution!

Some photos that follow may
be disturbing to see.

Recognizing Physical Abuse

Physical abuse is a non-accidental injury. Physical indicators may include:

- Bruises
- Burns
- Broken Bones
- Other Unexplained Injuries or Illness



Recognizing Physical Abuse

Facial Injuries

Indicators:

- Bruises
- Slap marks
- Grab marks
- Knuckle marks
- Injuries to ears and scalp



Recognizing Physical Abuse

Grab Marks



Indicators:

Bruises resulting from grabbing the upper arm

Recognizing Physical Abuse

Loop Marks

Indicators:

- Loop marks in the shape of the object used, e.g. an electrical cord, belts or chains



Female Genital Mutilation (FGM)

- Intentional cutting of female genitalia absent medical need
- Can be completed by medical and non-medical personnel
- Occurs due to cultural and non-religious practices
- CPS will coordinate with medical professionals, as well as law enforcement

Recognizing Sexual Abuse

Indicators:

- Any intentional touching/contact that can be reasonably construed as being for the purpose of arousal, gratification or any other improper purpose by the perpetrator
- Sexual penetration (any intrusion, however slight)
- Accosting, soliciting or enticing to commit, or attempt to commit an act of sexual contact or penetration, including prostitution

Recognizing Sexual Abuse

Indicators:

- Physical evidence (genital bruising, presence of semen, etc.)
- Running away
- Becoming pregnant or contracting a venereal disease (especially in children 12 years or younger—**requires a report to CPS**)
- Acts secretive and isolated
- Inappropriate sexualized behavior
- Self-reports sexual abuse

Recognizing Mental Injury

Indicators:

- An existing pattern of physical or verbal acts and omissions that result in a psychological or emotional injury



Recognizing Mental Injury

Indicators:

- Exhibits extremes in behavior (overly compliant or demanding, extremely passive or aggressive)
- Is inappropriately child-like or inappropriately infantile
- Exhibits physical or emotional developmental delays
- Has attempted suicide
- Self-reports abuse

Recognizing Neglect

Types of Neglect:

- Physical neglect
- Failure to protect
- Improper supervision
- Abandonment
- Medical neglect



Recognizing Neglect

Indicator Example:



Recognizing Neglect

Indicators:

- Frequent absence from school
- Steals or begs for food or money
- Suffers from chronic dental and/or medical issues
- Lacks sufficient clothing for weather
- Self-reports that no one is home

Recognizing Maltreatment

Child maltreatment is defined as the treatment of a child that involves cruelty or suffering that a reasonable person would recognize as excessive.



Recognizing Maltreatment

Indicators:

- Humiliation
- Indentured servitude
- Treat a child like an animal
- Inappropriate child capability expectations



Substance Use Concerns

When a parent/caregiver is using/abusing legal or illegal substances, CPS complaint **assignment occurs if:**

- Evidence exists (e.g., meconium, cord tissue) that a child was exposed to a legal/illegal substance.
- It is alleged a child has symptoms indicating exposure to a controlled substance.
- It is alleged that the parent's use/abuse of a legal/illegal substance affects their ability to safely care for a child.

Substance Exposed Newborns: CPS complaints **will be rejected** when it is alleged that the newborn's positive test or symptoms are the result of medical treatment prescribed and/or administered to the parent or the newborn (including medication assisted treatment for opioid use disorder).

Human Trafficking

SEX
TRAFFICKING



LABOR
TRAFFICKING



Human Trafficking Indicators

- Sexually transmitted diseases
- Symptoms of post-traumatic stress
- Malnourished and/or always hungry
- Signs of physical and/or sexual abuse, physical restraint, confinement or torture
- Victims and perpetrators are often skilled at concealing their situations
- Live with other unrelated youth and with unrelated adults
- Not in control of their own identification documents

What is NOT investigated?

- Issues **solely** attributed to poverty or homelessness
- Head lice
- Educational neglect
- Sibling on sibling abuse—unless parents know and fail to take action to protect



What To Do and What Not To Do When A Child Discloses Abuse or Neglect

- Move the child to a private area
- Maintain eye contact
- Use a soothing and supportive stance and tone
- Do not display any signs of shock
- Do not display signs of disapproval
- Ask open ended questions (“how” and “what”)
- After speaking with the child, take detailed notes about the conversation

Investigating Next Steps for CPS



- CPS will interview children, adults, neighbors, family, professional staff, etc.
- Approximately 75% of investigations do not result in a preponderance finding
- MDHHS will inform mandated reporters in writing as to the disposition of the case

Outcomes of CPS Investigations

Category V: *No services recommended* - Following a field investigation, CPS determines that there is no evidence of child abuse/neglect.

Category IV: *Community services recommended* - Though child abuse and/or neglect is not confirmed, community services are recommended by CPS.

Category III: *Community services are needed* - A preponderance of evidence supports that child abuse or neglect occurred. The risk assessment (structured decision-making tool) suggests low or moderate risk of future harm to the child.

Category II: *Services are required to maintain the child safely in the caretaker's home* - A preponderance of evidence supports that child abuse or neglect occurred. The risk assessment indicates high or intensive risk of future harm to the child. MDHHS and community services are needed.

Category I: *A Court Petition is filed* - A preponderance of evidence supports that child abuse or neglect occurred and the law requires a court petition, court-ordered services are needed to keep the child safe in his/her caretaker's home, or a child is unsafe in his/her caretaker's home.

Prevention

Current research demonstrates strengthening families with protective approaches can make meaningful differences in parenting skills and child well-being.

**Prevention is a
cost effective way
to reduce child
maltreatment.**



Prevention

The **Children's Trust Fund** serves as a voice for Michigan's children and families and promotes their health, safety and welfare by funding effective local programs and services that prevent child abuse and neglect.



Children's Trust Fund
Protecting Michigan's Children

Learn more at
www.michigan.gov/ctf
or by calling 517-373-4320.

Additional Information

**Mandated Reporter Resources
are available online at:**

michigan.gov/mandatedreporter

